ಕರ್ನಾಟಕ ವಿಧಾನ ಪರಿಷತ್ತು

1. ಚುಕ್ಕೆ ಗುರುತಿಲ್ಲದ ಪ್ರಶ್ನೆ ಸಂಖ್ಯೆ : 519 (617)
2. ಸದಸ್ಯರ ಹೆಸರು : ಶ್ರೀ. ಕೆ.ಟಿ. ಶ್ರೀಕಂಠೇಗೌಡ (ಪದವೀಧರರ ಕ್ಷೇತ್ರ)
3. ಉತ್ತರಿಸಬೇಕಾದ ದಿನಾಂಕ : 16-09-2021
4. ಉತ್ತರಿಸುವ ಸಚಿವರು : ಮಾನ್ಯ ಮುಖ್ಯಮಂತ್ರಿಗಳು.

ಕ್ರ. ಸಂ.	ಪ್ರಶ್ನೆ	ಉತ್ತರ
ಅ	ಬೆಂಗಳೂರು ಮೆಟ್ರೋ ರೈಲು ನಿಗಮ (BMRCL) ದ ಸಿಬ್ಬಂದಿಗೆ ಎಷ್ಟು ವರ್ಷಗಳಿಗೊಮ್ಮೆ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಪರಿಷ್ಕರಣೆ ಮಾಡಲಾಗುತ್ತದೆ: (ವಿವರವಾದ ಮಾಹಿತಿಯನ್ನು ನೀಡುವುದು)	ಬೆಂಗಳೂರು ಮೆಟ್ರೋ ರೈಲು ನಿಗಮದಲ್ಲಿ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಪ್ರತಿ ಹತ್ತು ವರ್ಷಗಳಿಗೊಮ್ಮೆ ಪರಿಷ್ಕರಣೆ ಮಾಡಲಾಗುತ್ತದೆ.
ಆ	ವೇತನ ಪರಿಷ್ಕರಣೆ ಸಮಿತಿ ಅಂದರೇನು; ಇದನ್ನು ಯಾವಾಗ ರಚನೆ ಮಾಡಲಾಗಿದೆ; ಉತ್ಪಾದನಾ ವಲಯ ಮತ್ತು ಸೇವಾ ವಲಯದ ನಿಗಮಗಳಿಗೆ ಶಿಫಾರಸ್ಸು ಮಾಡಿರುವ ಮುಖ್ಯವಾದ ಅಂಶಗಳು ಯಾವುವು; (ವಿವರವಾದ ಮಾಹಿತಿ ನೀಡುವುದು)	ಸಂಸ್ಥೆಯಲ್ಲಿ ವೇತನ ಪರಿಷ್ಕರಣೆಗಾಗಿ ಸಮಿತಿ ಇರುವುದಿಲ್ಲ. ಬೆಂಗಳೂರು ಮೆಟ್ರೋ ರೈಲು ನಿಗಮ (BMRCL) ದ ನಿರ್ದೇಶನ ಮಂಡಳಿಯಲ್ಲಿ ವೇತನ ಪರಿಷ್ಕರಣೆ ಕುರಿತು ನಿರ್ಧಾರ ತೆಗೆದುಕೊಳ್ಳಲಾಗುತ್ತದೆ.
ಇ.	ಮೆಟ್ರೋ ನಿಗಮವು ಉತ್ಪಾದನಾ ವಲಯವೇ ಅಥವಾ ಸೇವಾ ವಲಯಕ್ಕೆ ಸೇರಿದೆಯೇ; (ವಿವರವಾದ ಮಾಹಿತಿ ನೀಡುವುದು)	ಬೆಂಗಳೂರು ಮೆಟ್ರೋ ರೈಲು ನಿಗಮವು ಸೇವಾ ವಲಯಕ್ಕೆ ಸೇರಿರುತ್ತದೆ.
ಈ	ದೆಹಲಿ ಮತ್ತು ಕೊಚ್ಚಿ ಮೆಟ್ರೋ ನಿಗಮಗಳು 3ನೇ ವೇತನ ಪರಿಷ್ಕರಣಾ ಸಮಿತಿಯ ಶಿಫಾರಸ್ಸಾಗಿದ್ದು, ಯಾವ ದಿನಾಂಕದಿಂದ ಎಷ್ಟು ಪ್ರಮಾಣದಲ್ಲಿ ಜಾರಿಗೊಳಿಸಿವೆ; (ವಿವರವಾದ ಮಾಹಿತಿ ನೀಡುವುದು)	ಬಿ.ಎಂ.ಆರ್.ಸಿ.ಎಲ್. ಸಂಸ್ಥೆಗೆ ಸಂಬಂದಿಸಿಲ್ಲವಾದುದರಿಂದ ಮಾಹಿತಿ ಲಭ್ಯವಿರುವುದಿಲ್ಲ.
ಉ	ಬೆಂಗಳೂರು ಮೆಟ್ರೋ ರೈಲು ನಿಗಮ (BMRCL) ದಲ್ಲಿ 92ನೇ ನಿರ್ದೇಶನ ಮಂಡಳಿಯ ಸಭೆಯು ನಡೆದಿದೆಯೇ? (ಸದರಿ ಸಭೆಯ ಯಥಾವತ್ತು ಪ್ರತಿಯನ್ನು ನೀಡುವುದು)	ಬೆಂಗಳೂರು ಮೆಟ್ರೋ ರೈಲು ನಿಗಮ (BMRCL) ದ 92ನೇ ನಿರ್ದೇಶನ ಮಂಡಳಿಯ ಸಭೆಯು ನಡೆದಿದ್ದು, ನಡವಳಿ ಪ್ರತಿ ಲಗತ್ತಿಸಿದೆ.

ಕಡತ ಸಂಖ್ಯೆ: ನಅಇ 179 ಪಿ.ಆರ್.ಜೆ 2021

(ಬಸವರಾಜ್ ಬೊಮ್ಮಾಯಿ)
ಮುಖ್ಯಮಂತ್ರಿ

1.2 The Board noted and confirmed the Minutes of the 91st Meeting of the Board of Directors held on 7th December, 2018.

Item No.2/92 **Wage/pay revision of 2017 based on IDA Pay Scales for regular employees in the O&M Wing of the Company.**

2.1 The Board noted the details of the proposal contained in the Agenda Note on wage/pay revision 2017 based on IDA Pay Scales for the regular employees in the O&M Wing of the Company including the sources of funding of the financial cost. The Managing Director briefed the Board about the background of the proposal in the context of the demand of the regular employees of the O&M Wing of the Company for implementation of the revised IDA Pay Scales based on the 3rd PRC recommendations notified by the Department of Public Enterprises (DPE), Government of India (GOI), during 2017 effective from 1.1.2017 and valid for a period of 10 years. Since BMRCL had largely adopted the IDA based Pay scales for its regular employees since inception which also formed part of the approved Cadre & Recruitment Rules, 2014, subsequently the employees of the O&M Wing of the Company have been demanding for implementation of the revised IDA Pay Scales by BMRCL.

2.2 In this regard, it is relevant to note that one of the conditions of the DPE's OM for implementation of Pay Revision by Central PSEs is **"Affordability"** which means that the concerned CPSE proposing to implement the revised 2017 Pay Scales should as a pre-condition ensure that the additional financial impact in the year of implementing the revised pay-package for Board level executives, below Board level Executives and Non-Unionised Supervisors should not be more than 20% of the average Profit Before Tax (PBT) of the last three (3) financial years preceding the year of implementation. Further, in cases where the financial impact in the year of implementing the revised Pay package by a CPSE is within 20% of

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the average PBT of last 3 years, a uniform full fitment benefit of 15% would be provided. In the case where the additional impact of implementing the revised pay package is more than 20% of the average PBT of last 3 years, then the revised pay package with recommended fitment benefit of 15% should not be implemented in full but only partly as per the part-stages recommended, i.e., if the impact is more than 20% of average PBT of last 3 years but less than 30%, the Fitment Benefit can be 10%; if the impact is more than 30% but upto 40% of average PBT of last 3 years, the Fitment benefit can be 5%; if the impact is more than 40%, no Fitment Benefit or any other benefit of pay revision shall be provided. Further, there shall not be any budgetary support by the Government for the additional outgo for the company on account of introduction of such Pay Revision.

2.3 The guidelines issued by DPE with regard to wage revision for workmen also specifies a condition that no budgetary support for any wage increase shall be provided by the Government.

2.4 Keeping these factors in view, the matter of implementation of Pay Revision for the regular employees of BMRCL had been discussed by the BMRCL Board in the past and certain directions have been given to align the pay revision proposals with that of the employees of State Government and other State Undertakings and not with that of other Metro Companies or CPSEs, as the cash losses during operations of the Company will have to be borne by the Government of Karnataka. Similar directions have also been given in the meeting of the Chief Secretary, GOK while considering the various demands of the BMRCL employees. The MD then drew the attention of the Board to the Comparative Statement of salary and allowances of the employees of GOK, BESCOM, BWSSB and BMTC with that of BMRCL employees circulated as Annexure 2.1 of the Agenda Note on the subject and explained that the BMRCL employees especially in the cadres of Maintainers and Junior Engineer / Train Operators who

account for about 80% to 90% of the total O&M employees, were as on date drawing less Salary and allowances than the employees of GOK and other State Undertakings like BWSSB, BESCOM except BMTC, with similar qualification and job responsibility.

2.5 Thus, based on the comparative positon of the Pay Structure of GOK employees and the other State Undertakings, the proposal for Wage/Pay Revision based on the 3rd PRC recommendations for IDA Pay Scales was discussed in several rounds of discussions with the Employees Representatives. Considering the current financial position of the Company and keeping in view affordability and other comparable Pay Structures in GOK and State undertakings, it was proposed to consider implementing the revised IDA Pay Scales by merging the DA with the current Basic Pay w.e.f. 1.1.2017 notionally with a Fitment benefit of 5% (instead of 15%) prospectively without any arrears i.e. with monetary benefits from 1.1.2019 by keeping the present level of allowances unchanged. The Employees Representatives on their part have been insisting that the Fitment benefit of 15% be extended to them, though they are reconciled to the monetary benefit being given from 1.1.2019 and the current allowances remaining unchanged, at least till significant improvement in the ridership after commissioning of all extension lines and the new line 5. The Cost to the Company based on the proposed @ 5% Fitment Benefit works out to Rs.13.19 Crore (18%) on an annualized basis while on the other hand, the employees would be getting an increase of about 20% in their gross salary. However, if the Fitment benefit of 15% is considered, the annual Cost to the Company on account of Pay Revision would work out to Rs.21.22 Crore (29%) and the employees would get an increase of 31% in their annual gross salary which the Company will not be able to afford. Further, in case No (0%) Fitment benefit is extended, the additional

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cost to the Company would be to the extent of Rs.9.18 Crore and increase in gross salary by about 14% for the employees.

2.6 There are 1250 employees on regular IDA Pay Scales and another 289 employees on consolidated salary in the O&M Wing. The Cost to the Company on account of any salary revision for the employees on consolidated salary and the executives is likely to vary from Rs. 2 to 4 Crore per annum depending on the rate of increase to be approved for them.

2.7 In this regard, the MD also apprised the Board that the BMRCL Management had extended certain allowances to its employees in the O&M Wing w.e.f. July 2018 such as Transportation Allowance and Washing Allowance at rate of 10% and 5% respectively of basic pay, fixed Medical Allowance at rate of Rs.1250/- per employee, apart from Night Duty Allowance, Hard Duty Allowance, and Running Allowance. The first three (3) allowances are about 23% of the current basic pay, and will get revised to about 20% of the revised basic pay as one of the three allowances is on fixed amount (lump sum) basis. The Board noted that the fourth allowance i.e. Night Duty Allowance is currently being paid based on full salary, i.e. Basic pay plus DA, unlike other allowance which are paid based on the Basic pay alone or on fixed amount basis. The Board felt that the nature of metro services requires employees to work on night shift on a regular basis, and not as an exception, and therefore the Nigh Duty Allowance should also be paid as a fixed amount linked to Basic pay alone.

2.8 The Board noted that the salary and allowances of BMRCL employees would become 13% to 18% higher than that of GOK employees after the revision with 5% fitment, and wanted to know the rationale for proposing higher salary and allowances. It was

clarified by the Managing Director that the pay revision for BMRCL is to be done once in 10 years, whereas GOK revises pay scales of its employees once in 5 to 7 years. This was also confirmed by Shri. I.S.N. Prasad, Director who mentioned that the State Government does not follow Central pay scales and revises the pay scales more frequently.

2.9 The Board, while deliberating on the proposal wanted to know how the Company would be able to sustain on a long term such increase in manpower costs if the IDA based Pay scales are implemented by BMRCL even at a lesser 5% Fitment benefit in spite of the continuing cash losses. The Board also felt that the comparable benchmark for BMRCL should have been BMTC, whose employees draw lesser Salary. Therefore, BMRCL should have benchmarked only with the BMTC salaries and not with that of the State Government or other State Undertakings.

2.10 The MD clarified that the majority of the employees of BMTC are Drivers and Conductors who get "Bata" and "Cash Incentive" based on distance operated and daily collection, which forms a substantial part of their total emoluments and these additional allowances for them have not been captured in the comparative statement put up in the agenda. Shri I S N Prasad, Director clarified that the BMTC employees generally compare their salaries with that of the other transport entities of the State like KSRTC and Regional Transport Corporations and hence the revision of BMRCL Pay structure is not strictly comparable to that of BMTC's pay structure and hence may not have any impact on their pay structure if BMRCL pay structure is revised as proposed. Dr. E.V. Ramana Reddy, Director also added that the salaries of BMTC employees are normally revised once in 4 to 5 years and hence may not be comparable with that of BMRCL employees Pay Structure.

2.11 The Managing Director briefed the Board that the current level of cash losses is about Rs. 25 Crore during 2018-19, lower than the cash losses of about Rs. 39 Crore during 2017-18. While there are cost increase pressures and stagnant ridership in the past 5 months, it should be possible to maintain the cash losses at current levels even after the pay revision, by economizing on costs and taking additional revenue generation measures. Hence, the Company should be able to afford the increase in manpower costs on account of Pay revision based on the management's proposal communicated to the employees.

2.12 The MD further explained that since the employees have been insisting on 15% Fitment Benefit as against the Company's offer of 5%, it would be fit and proper to resolve this long pending issue which has been agitating the employees of the Company in the O&M Wing, by providing a Fitment Benefit of 7.5% as a special case for the employees on regular Pay Scales numbering currently about 1250, with the monetary benefit from 1.1.2019, without any change in the allowances except HRA at rate of 24% of the revised Basic pay and refinement of Night Duty Allowance. This would substantially meet the expectations of the employees and may be generally acceptable to them and create a congenial industrial relations atmosphere in the Company. The salary and allowances of these employees would increase by about 23% of their current level of salary and allowances. When compared with the salary and allowances of the GOK employees, the salary and allowances of BMRCL employees in cadres of Junior Engineers / Train Operators and Maintainers with 7.5% Fitment Benefit would become higher by 16% and 21%.

2.13 The pay revision with Fitment Benefit of 7.5% would increase the Cost to Company by Rs. 15.20 Crore per annum for all 1250

employees on regular pay scales, ie, about 21% increase at the current cost. After factoring in likely increase for the employees above the cadre of Section Engineer and those on consolidated salary, the overall increase in Cost to Company is likely to be around Rs. 18 Crore per annum. This level of financial implication is the maximum to which the company's finances can be stretched while ensuring financial sustainability in medium to long time frame. However, since no arrears would be payable for the years 2017 and 2018 and other allowances (except HRA) being pegged at current rates, the financial burden on the Company should be manageable.

2.14 The Managing Director submitted that in respect of employees above the cadre of Section Engineer in O&M Wing, the revision of their Pay Scales would be done with only merger of DA with Basic Pay without any Fitment Benefit. Further, an increase of about 10% may be extended to the employees who are on contract basis drawing consolidated salary and allowances as and when their contracts come up for renewal.

2.15 In this regard, the MD also committed that while implementing the revised pay scales as proposed above, the Night Duty Allowance which is linked to Basic Pay plus DA will be suitably capped and linked to minimum of the Pay Scale and Basic pay alone. The MD also committed that other measures for economizing cost, improving revenues and for improving productivity of the employees will be undertaken in a concerted manner.

2.16 The Board while deliberating on the revised proposal as above, expressed its reservation to commit the Company for a higher financial burden by implementing the revised Pay Scales for the employees when the Company is still having cash losses and any significant increase in the ridership being unlikely in the next 3 years and it is imperative to keep the fares at modest level given the mandate of the Company to

provide an efficient and affordable mass transport services. Shri I.S.N. Prasad, Director, however, was of the view that the present proposal of implementing Pay revision prospectively from 1.1.2019 with Fitment Benefit limited to 7.5% and proposed measures for augmenting revenues and controlling costs appeared reasonable and stated that this should be generally acceptable.

2.17 **The Board after detailed deliberation and consideration of the expectations of the employees juxtaposed with the imperative of financial sustainability for the Company and the commitments to economize on costs, credible efforts for enhancement of revenues and for improving productivity of employees, APPROVED the proposal as follows, to provide a congenial work atmosphere:**

i) Revision of Pay Scales of the employees (permanent and contract employees on regular Pay Scales upto cadre of Section Engineer) of the O&M Wing of the Company with notional effective date of 1.1.2017 by merger of Dearness Allowance (119.5%) in the existing Pay Scales and provision of fitment benefit of 7.5%;

ii) Revision of Pay Scales to remain effective for a period of 10 years;

iii) Provision of Industrial Dearness Allowance as announced from time to time on the revised basic pay;

iv) Provision of House Rent allowance at the rate of 24% of the revised Basic Pay;

v) Continuation of Transport allowance and Washing Allowance at the rate of 10% and 5% respectively of the revised Basic Pay

and Fixed Medical Allowance at fixed rate of Rs. 1250 per month;

vi) Provision of monetary benefits for sl. Nos. (i) to (v) with effect from 1.1.2019;

vii) Provision of contribution to Superannuation Fund and Gratuity Fund with effect from 1.1.2019 based on revised Pay;

viii) Revision of Night Duty Allowance for each full night shift of 8 hours, limited to maximum of 14 days in a month, as fixed amount of one-sixth of basic pay for a day based on minimum revised Basic Pay of each cadre, with Basic Pay for a day being computed on 30 days in a month basis;

ix) Revision of Pay Scales of employees in regular pay scales in O&M Wing above the cadre of Section Engineer without any fitment benefit;

x) Authorization to Managing Director to take suitable decision regarding pay revision for the employees on consolidated salary.

U. JAGADISH NAYAK
Company Secretary
Bangalore Metro Rail Corporation Ltd.

Item No.3/92 **Recruitment to the posts of Director (Project & Planning) and Director (Rolling Stock, Signaling & Telecommunication, Electrical) in the Company.**

3.1 The Chairman then turned to this item as per agenda for the Meeting. At this juncture Shri Vijay Kumar Dhir, Director (P&P) and Shri N.M. Dhoke, Director (RSE) sought permission to abstain themselves from participation in the discussions on the agenda item being the subject matter of recruitment to their respective Posts and were accordingly permitted to leave the meeting.